

The SOURCE

Supporting Employees
+
Providing Opportunities
=
Good for Business,
Employees and
Communities

The SOURCE: History

- Established In 2003 by 8 manufacturing employers in SW Grand Rapids
- Cascade Engineering: Welfare to Career
- Shared experience with employee turnover
- Bring together private, public and nonprofit organizations to strengthen local economy
- Improve workers' lives, increase business success and optimize government impact

The SOURCE: Today

- 18 Employers
- 7,000 employees
- 15% receiving welfare benefits
- Sectors: Manufacturing, Healthcare, Service and Education
- Partner with 45+ local nonprofit agencies
- Serving ALL employees and anyone in their home
- Focus on Barriers Resolution, Retention, Training, Advancement

People come to work with messy lives....

- Barriers
 - Housing
 - Transportation
 - Daycare
 - Rx Assistance
 - Health concerns
 - Food Insecure
 - Elder care
 - Financial literacy

DHS Component

- Reduced caseloads
- Time for retention services + barrier resolutions
- 1149 clients served in 2014
- 97.6% ROI average
- DHS caseworkers – ½ wages/benefits paid through TANF and the other ½ through SOURCE – NO cost to the State!

Everybody Wins

- Expanded reach for public and nonprofit agencies—helping them efficiently engage and effectively serve more workforce members.
- Easy access to opportunities for lower-wage employees—helping them access on-the-job supports and advance through training and education programs.
- New connections for small and midsize companies—helping them participate in local workforce resource networks as well as government-funded workforce development programs.

Overview of Return On Investment:

- Company Investment: \$6,200-54,000 per year, per company
- Average ROI 262%
- Average cost of turnover \$3,000
- Improves the return on training dollars spent
- Taps public sector dollars on behalf of employees
- Increases employee engagement and productivity

Examples of Engagement

- Client Stories
 - John (returning citizen, housing challenges)
 - Mary (career advancement)
- Training opportunities



